

1 AN ACT concerning education.

2 Be it enacted by the People of the State of Illinois,  
3 represented in the General Assembly:

4 Section 5. The School Code is amended by adding Article  
5 21A as follows:

6 (105 ILCS 5/Art. 21A heading new)

7 ARTICLE 21A. NEW TEACHER INDUCTION AND MENTORING

8 (105 ILCS 5/21A-5 new)

9 Sec. 21A-5. Findings and declarations. The General  
10 Assembly finds and declares all of the following:

11 (1) The revised system of teacher certification  
12 established under subsection (g) of Section 21-1a of this  
13 Code recognizes that the first years of teaching are  
14 particularly critical to a teacher's professional  
15 development and that teachers who hold Initial Teaching  
16 Certificates need to develop their knowledge, skills, and  
17 abilities before being issued Standard Teaching  
18 Certificates.

19 (2) When new teachers are provided with focused  
20 professional development opportunities and support and  
21 guidance from experienced teachers, a process known as  
22 induction and mentoring, the new teachers more quickly  
23 and effectively develop the knowledge, skills, and  
24 abilities expected of teachers holding Standard Teaching  
25 Certificates.

26 (3) To be effective, induction and mentoring  
27 programs must be designed to enhance the knowledge,  
28 skills, and abilities described in the Illinois  
29 Professional Teaching Standards and content area  
30 standards. These programs must be based on research and

1 best practices, targeted toward a set of clearly defined  
 2 purposes, and must include mentoring, continuing support  
 3 and professional development, and regular opportunities  
 4 for formative assessment of a new teacher.

5 (4) In authorizing induction and mentoring  
 6 programs, it is the intent of the General Assembly to  
 7 create programs to maximize the development of the  
 8 knowledge, skills, and abilities of teachers who hold  
 9 Initial Teaching Certificates and to provide adequate  
 10 funding for these programs.

11 (105 ILCS 5/21A-10 new)

12 Sec. 21A-10. Definitions. In this Article:

13 "New teacher" means the holder of an Initial Teaching  
 14 Certificate, as set forth in Section 21-2 of this Code, who  
 15 is employed by a public school and who has not previously  
 16 participated in a new teacher induction and mentoring program  
 17 required by this Article, except as provided in Section  
 18 21A-30 of this Code.

19 "Public school" means any school operating pursuant to  
 20 the authority of this Code, including without limitation a  
 21 school district, a charter school, a cooperative or joint  
 22 agreement with a governing body or board of control, and a  
 23 school operated by a regional office of education.

24 (105 ILCS 5/21A-15 new)

25 Sec. 21A-15. Development of program required. During  
 26 the 2003-2004 school year, each public school or 2 or more  
 27 public schools acting jointly shall develop, in conjunction  
 28 with its exclusive representative or their exclusive  
 29 representatives, if any, a new teacher induction and  
 30 mentoring program to assist new teachers in developing the  
 31 skills and strategies necessary for instructional excellence,  
 32 provided that funding is made available by the State Board of

1 Education from an appropriation made for this purpose.

2 (105 ILCS 5/21A-20 new)

3 Sec. 21A-20. When program is to be established and  
4 implemented. Notwithstanding any other provisions of this  
5 Code, by the beginning of the 2004-2005 school year, each  
6 public school or 2 or more public schools acting jointly  
7 shall establish and implement, in conjunction with its  
8 exclusive representative or their exclusive representatives,  
9 if any, the new teacher induction and mentoring program as  
10 set forth in this Article, provided that funding is made  
11 available by the State Board of Education, from an  
12 appropriation made for this purpose, as described in Section  
13 21A-30 of this Code. A public school may contract with an  
14 institution of higher education or other independent party to  
15 assist in implementing the program.

16 (105 ILCS 5/21A-25 new)

17 Sec. 21A-25. Program requirements. Each new teacher  
18 induction and mentoring program must be based on a plan that  
19 at least does all of the following:

20 (1) Assigns a mentor teacher to each new teacher  
21 for a period of time established by the public school,  
22 which must be for a period of at least 2 school years.

23 (2) Aligns with the Illinois Professional Teaching  
24 Standards, content area standards, and applicable local  
25 school improvement and professional development plans, if  
26 any.

27 (3) Addresses all of the following elements and how  
28 they will be provided:

29 (A) Mentoring of the new teacher.

30 (B) Professional development specifically  
31 designed to ensure the growth of the new teacher's  
32 knowledge and skills.

1           (C) Formative assessment designed to ensure  
2           feedback and reflection, which must not be used in  
3           any evaluation of the new teacher.

4           (4) Describes the role of mentor teachers, the  
5           criteria and process for their selection, and how they  
6           will be trained, provided that each mentor teacher shall  
7           demonstrate the best practices in teaching his or her  
8           respective field of practice. A mentor teacher may not  
9           directly or indirectly participate in the evaluation of a  
10           new teacher pursuant to Article 24A of this Code or the  
11           evaluation procedure of the public school.

12           (105 ILCS 5/21A-30 new)

13           Sec. 21A-30. Funding. From a separate appropriation  
14           made for the purposes of this Article, for each new teacher  
15           participating in a new teacher induction and mentoring  
16           program, the State Board of Education shall pay the public  
17           school \$1,200 annually for each of 2 school years for the  
18           purpose of providing one or more of the following:

- 19           (1) Mentor teacher compensation.
- 20           (2) Mentor teacher training or new teacher training  
21           or both.
- 22           (3) Release time.

23           However, if a new teacher, after participating in the new  
24           teacher induction and mentoring program for one school year,  
25           becomes employed by another public school, the State Board of  
26           Education shall pay the teacher's new school \$1,200 for the  
27           second school year and the teacher shall continue to be a  
28           new teacher as defined in this Article. Each public school  
29           shall determine, in conjunction with its exclusive  
30           representative, if any, how the \$1,200 per school year for  
31           each new teacher shall be used, provided that if a mentor  
32           teacher receives additional release time to support a new  
33           teacher, the total workload of other teachers regularly

1 employed by the public school shall not increase in any  
2 substantial manner. The State Board of Education may retain  
3 up to \$1,000,000 of the appropriation for new teacher  
4 induction and mentoring programs to train mentor teachers,  
5 administrators, and other personnel, to provide best  
6 practices information, and to conduct an evaluation of these  
7 programs' impact and effectiveness.

8 (105 ILCS 5/21A-35 new)

9 Sec. 21A-35. Evaluation of programs. The State Board of  
10 Education and the State Teacher Certification Board shall  
11 jointly contract with an independent party to conduct a  
12 comprehensive evaluation of new teacher induction and  
13 mentoring programs established pursuant to this Article. The  
14 first report of this evaluation shall be presented to the  
15 General Assembly on or before January 1, 2009. Subsequent  
16 evaluations shall be conducted and reports presented to the  
17 General Assembly on or before January 1 of every third year  
18 thereafter.

19 (105 ILCS 5/21A-40 new)

20 Sec. 21A-40. Rules. The State Board of Education, in  
21 consultation with the State Teacher Certification Board,  
22 shall adopt rules for the implementation of this Article.